

**AFSCME MEF/CEO AND CITY OF SAN JOSE
MEF & CEO JOINT BARGAINING CONTRACT NEGOTIATIONS 2015**

AFSCME PROPOSAL – EMPLOYEE LONGEVITY INCENTIVE PROGRAM

Proposed MEF and CEO Language:

NEW ARTICLE EMPLOYEE LONGEVITY INCENTIVE PROGRAM

Eligibility: Employees who have accrued ten (10) calendar years or more of service in the same job classification during the appraisal period.

Appraisal Period: July 1 through June 30 for eligible employees. Appraisals will be due October 1 of each year.

Incentive Pay: Employees who achieve overall ratings of "Above Standard" or higher, will receive Longevity Performance Incentive Pay of \$500. The \$500 will be a lump sum payment added to a regular payroll check and shall not be pensionable.

Appeal Process: If the employee who is eligible for the Employee Longevity Incentive Plan, formally receives an overall performance rating of "meets standard" the employee may request a review by the Department Director or designee. The employee must submit a written request to the Director or designee specifying the reasons for such request, within 30 calendar days from the date the employee received the final performance appraisal. The Director or designee shall look into the request and provide a written response to the employee within 30 calendar days of receipt. The written response of the Director or designee shall be final and binding.

U → C
5/15/15

no later
than



May 15, 2015

Page 1 of 1